

## Examples of Alignment and Performance Objectives

### ALIGNMENT AND LINKAGE

The follow lists of goals and management initiatives may be inserted at the top of the mission-results performance element include in the performance plan as a reference. The appropriate goals should be checked if used for each element. It is not necessary to include the list of goals in each element, however, language related to linkage to the strategic goals, management initiatives, and SES Goals for the Fiscal Year 2008 should be included in each element (see linkage examples).

**Alignment:** Accomplishment of the objectives in this element contributes to the accomplishment of the following Agency goals and management initiatives.

#### USDA Strategic Goals

- ☒ Goal 6: Protect and Enhance the Nation's Natural Resource Base and Environment

#### NRCS Strategic Goals:

- ☐ Goal 1: High Quality, Productive Soils
- ☐ Goal 2: Clean and Abundant Water
- ☐ Goal 3: Healthy Plant and Animal Communities
- ☐ Goal 4: Clean Air
- ☐ Goal 5: An Adequate Energy Supply
- ☐ Goal 6: Working Farm and Ranch Lands

#### USDA Management Initiatives:

- ☐ Improve Human Capital Management
- ☐ Improve Financial Management
- ☐ Expand Electronic Government
- ☐ Establish Budget and Performance Integration
- ☐ Implement Competitive Sourcing
- ☐ Eliminate Improper Payments
- ☐ Improve Real Property Management

#### NRCS Management Initiatives:

- ☐ Equal Employment Opportunity
- ☐ Fair and Equitable Service Delivery
- ☐ Human Capital
- ☐ Electronic Government
- ☐ Financial Performance
- ☐ Budget and Performance Integration

#### SES/Current Fiscal Year Goal:

(Insert the applicable goal(s) from Annual Business Plan(s).

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### Linkage Examples

**Alignment** — Accomplishment of the objectives in this element contributes to the accomplishment of the following USDA and NRCS management initiatives. **USDA Management Initiatives:** Improve Human Capital Management; Improve Financial Management; Expand Electronic Government; Eliminate Improper Payments; and Improve Real Property Management (if applicable); **NRCS Management Initiatives:** Human Capital; Electronic Government; and Financial Performance; and SES Objective: Meets the NRCS or staff office requirements as stated in the President's Management Agenda and other Departmental initiatives.

#### **Links to the Deputy Chief for Management 2009 Performance Objectives:**

(Insert the applicable goal(s) from Annual Business Plan(s).

**Alignment:** Accomplishment of the objectives in this element contributes to the accomplishment of USDA **Strategic Goal 6:** Protect and Enhance the Nation's Natural Resource Base and Environment, **NRCS Strategic Goals 1-6.**

#### **Links to the Regional Assistant Chief 2009 Performance Objective:**

(Insert the applicable goal(s) from Annual Business Plan(s).

**Alignment:** In support of USDA's Civil Rights Performance Plan and NRCS Management Initiative: Ensuring Civil Rights.

#### **Links to the Deputy Chief for Programs 2009 Performance Objective:**

(Insert the applicable goal(s) from Annual Business Plan(s).

## **Examples of Alignment and Performance Objectives**

### **PERFORMANCE OBJECTIVE EXAMPLES**

- ✓ Achieve results pertaining to the President's government-wide management initiatives intended to improve effectiveness and efficiency in the State. Implement a State scorecard for tracking progress in the strategic management of human capital.
- ✓ Develop and implement an Administrative Business Plan that aligns with the State Business Plan.
- ✓ Provide leadership and management to assigned staff that effectively allocates workload; identifies and addresses personnel issues; and motivates, develops, and rewards employees resulting in an increase in employee satisfaction as measured through productivity and feedback from employees and customers.
- ✓ Provide conservation planning, technical and financial assistance to private land owners and producers to achieve annual targets for Budget and Performance Integration (BPI) goals, on-time delivery of program services; on-scheduled implementation of participant contracts and increases in putting conservation on the ground.
- ✓ Provide guidance to leadership and staff across NRCS on performance management to meet the Proud-to-Be V goals established for the Strategic Management of Human Capital.
- ✓ Develop and Implement a National Recruitment Strategy by July 31, 2009. .
- ✓ Increase customer participation in NRCS programs by 20 percent.
- ✓ Complete and rollout the Agency supported Manure Management Planner (MMP) by established due dates.
- ✓ Complete budget for Organization Name for the next fiscal year by June 15, 2009.
- ✓ Develop a 5 year investment strategy by May 15, 2009.